



Transgender Policy

1. Introduction and Policy Statement

New Zealand Men's and Mixed Netball Association (NZMMNA) has developed a policy in respect of transgender people, which includes those who are transsexual, gender diverse, intersex, and transgender, in all aspects of the sport i.e. netball players, employees, coaches, officials, volunteers and spectators.

NZMMNA will promote a zero-tolerance approach to transphobia. Transphobia includes discriminatory language or behaviour directed towards anyone who comes under the umbrella term of transgender; in addition, it may be towards a transgender person's friend or supporter, or anyone that may be perceived to be transgender (whether they are or not). The behaviour may include a reluctance or refusal to provide access to services to the same extent as that provided for a non-trans person. NZMMNA and its members will ensure that any unacceptable behaviour and language is effectively and appropriately dealt with via sanctions and or educational programmes implemented to ensure compliance and the creation of a safe, inclusive, and welcoming environment for all transgender people.

The following points are considered good practice for all of NZMMNA and its members:

- Treat the individual with dignity and respect.
- Explain the NZMMNA policy and procedure to the individual and ask their view on how to proceed. Provide contact details for the NZMMNA contact.
- Respect the private and confidential nature of the individual's situation.
- Agree with the individual what information is to be shared with others and, if this is necessary, how this should be shared. In general, no information should be shared by the local official unless they have express permission from the person in question.
- Ask the individual what communal changing facilities they would prefer to use, as not every changing facility will have private cubicles. This may depend on whether the individual has transitioned or is in the process of transitioning and whether they have undergone any gender reassignment surgery. It may be that the most appropriate option is to use the cubicles in the toilets appropriate to their gender identity, or that they should arrive changed and ready to participate, to avoid any misunderstanding should they still have secondary sex characteristics of their former gender.
- Encourage the individual to feedback any inappropriate language or behaviour from other individuals so that it can be dealt with.
- Ensure a Code of Conduct is published indicating NZMMNA's zero-tolerance policy towards all bullying/harassment of people with protected characteristics.

We operate in line with the Sport New Zealand | Ihi Aotearoa [Guiding Principles for the Inclusion of Transgender People in Community Sport](#).



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2. Transgender Players:

NZMMNA and its members must not restrict the participation of a transgender person in competitive sport unless this is strictly necessary to uphold fair or safe competition. Any other restriction would amount to direct discrimination.

NZMMNA and its members should treat a transgender person as belonging to the sex in which they present (as opposed to the biological sex they were born with) unless this might give the transgender person an unfair advantage or would be a risk to the safety of competitors. Any negative effect of restricting the participation of transgender people must be mitigated as far as possible, to permit as much inclusion as is fair and safe.

1. Those who transition from female to male are eligible to compete in the male category without restriction.
2. Those who transition from male to female are eligible to compete in the female category, complying with one or more of the following criteria:
 - The athlete has been declared as a female by a Judge and has provided written proof to NZMMNA to support this declaration (including Birth Certificate change, Judge's legal ruling); and/or
 - The athlete provides evidentiary proof that she is on hormone therapy; and/or
 - The athlete makes this choice of her own free will.

If one or more of the above conditions are met, for the respective transitions, then NZMMNA policy is that for the purposes of playing netball under the auspices of NZMMNA the athlete can only play netball as the gender they have declared, further clarified as:

- Transition from Female to Male means the athlete can only play netball as a male in NZMMNA netball competitions; and
- Transition from Male to Female means the athlete can only play netball as a female in NZMMNA netball competitions.

A designated point of contact at NZMMNA for all enquiries relating to the participation of transgender people in Men's & Mixed will be advised at the beginning of each Mixed tournament, who will liaise with a medical advisor, as needed.

Team lists for NZMMNA's mixed tournament will require a gender identity for each player to be recorded as male or female. For the sake of fairness and clarity - Those players who have played in a Men's Nationals tournament would need to meet one or more of the criteria mentioned above to play as a female at a Mixed Nationals tournament.



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3. Transgender People as NZMMNA Employees or Officials

Any discrimination, unfair or unreasonable behaviour, or treatment will be taken seriously, and action taken in accordance with the NZMMNA Constitution. For further information please read:

<http://www.employment.govt.nz/er/minimumrights/transgender/transgenderpeople.pdf>

APPENDIX I:

Definitions:

- **Sex:** A person's biological and physical makeup, defined usually as either 'male' or 'female' and including indeterminate sex. Gender: The social, and cultural construction of what it means to be a man or a woman, including roles, expectations, and behaviour.
- **Gender Identity:** A person's internal, deeply felt sense of being male or female (or wherever they find themselves on the gender continuum). A person's gender identity may or may not correspond with their sex.
- **Gender Expression:** How someone expresses their sense of masculinity and/or femininity externally.
- **Trans People:** People who refer to themselves, among other terms, as transsexual, male-to-female, female-to-male, transgender, whakawahine, fa'afafine or tangata ira tane.
- **Transgender:** A person whose gender identity is different from their physical sex at birth.
- **Transsexual:** A person who has changed, or is in the process of changing, their physical sex to conform to their gender identity.
- **Transitioning:** Steps taken by trans people to live in their gender identity. These often involve medical treatment to change one's sex through hormone therapy and may involve gender reassignment/realignment surgeries.
- **FtM/trans man:** Female to Male – someone born with a female body who has a male gender identity.
- **MtF/trans woman** Male to Female – someone born with a male body who has a female gender identity. In this document the description 'transsexual person' is used in respect of those who transition their role permanently.